



K A N S A S

JACK RICKERSON, DIRECTOR

DEPARTMENT OF ADMINISTRATION
DIVISION OF PERSONNEL SERVICES

KATHLEEN SEBELIUS, GOVERNOR
HOWARD R. FRICKE, SECRETARY

MEMORANDUM

TO: HR Training Function Committee

FROM: Jack Rickerson

DATE: September 19, 2003

SUBJECT: Follow-up

My thanks to those of you who participated in last Friday's meeting. I appreciate your continuing efforts and commitment. While at times it may not seem so, we are making significant progress.

I'm sending this follow-up note to all who are on my list for the HR Training Function Committee, so all will know what is going on. Les will soon send out (to everyone) the notes from the September 12 meeting.

I've now had the opportunity to read those notes to see what I missed after I left. I like what you did and I commit to helping make those things happen.

After attending the meeting and reading the notes, I think I need to try to clarify a couple of things. The first is what I have in mind in terms of a "consortium."

Actually, I'm thinking of two levels of consortium. The first is the broader effort that links us all together in planning and managing training, and staying true to the philosophy of partnership. I know we have had a Trainer's Network. My understanding is that network is not "formal." We have had this committee (the HR Training Function Committee), although our numbers have dwindled dramatically from all those who signed-up in February. I see this committee, those of you who have stayed with it and all others we can get to rejoin the effort, as this broader level consortium. Ultimately, it would be great if all agencies were members.

Another level of consortium is that which would meet the training needs of the boards, commissions and small agencies (most located in Topeka) that formerly relied (exclusively) on training provided by the Division. We will soon meet with the collection of those boards, commissions and small agencies to talk about their specific needs, and how we can work together to meet those needs. Our expectation is that the group will commit resources to the effort. We see the new "Leadership" training as the most critical need for that group. It is with that need in mind that Les has been developing his 14-hour offering. Valued byproducts of that effort are 1) progress in Employee Relations and 2) the recognition that other agencies (with training resources) may find that 14-hour curriculum appropriate for their needs. Certainly, we would welcome the

opportunity to partner with other agencies to deliver this course. Again, agencies are not required to use the curriculum Les is designing, and even the group for which it is being designed is free to seek other training. However, the Department of Administration will be using this training.

We'll keep you up to date on our progress in building that smaller consortium. We will also call more frequent meetings of the broader level consortium (your committee) to continue the work referenced in the minutes and efforts to build a larger consortium.

Again, thank you for your continuing efforts and involvement. Please let me know if you have questions or concerns.

JER:hf